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Sixth periodic report of States parties

Guatemala*

* The report is being issued without formal editing. For the combined initial and second periodic reports submitted by the Government of Guatemala, see CEDAW/C/GUA/1-2 and CEDAW/C/GUA/1-2/Amend.1, which was considered by the Committee at its thirteenth session. For the combined third and fourth periodic reports submitted by the Government of Guatemala, see CEDAW/C/GUA/3-4, which was considered by the Committee at its exceptional session. For the fifth periodic report submitted by the Government of Guatemala, see CEDAW/C/GUA/5, which was considered by the Committee at its exceptional session.

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Sixth periodic report

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Introduction

Guatemala submits herewith its sixth periodic report on the implementation of the Convention on the Elimination of All Forms of Discrimination against Women for the period 2002-2003 to the Committee on the Elimination of Discrimination against Women.

This report addresses the measures and mechanisms developed by the various Guatemalan institutions at the legislative and administrative levels for the eradication of the discrimination and subordination that characterize the lives of Guatemalan women and the achievement of equality and equity between men and women. It also provides information on actions taken by the State with regard to the recommendations and observations formulated by the Committee during its consideration of Guatemala's fifth periodic report (CEDAW/C/GUA/5).

Because the fifth periodic report was submitted to the Committee in 2002 and covered actions, measures and mechanisms dating back to 2001, the present report includes developments for the period 2002-2003 and, in some cases, makes comparisons with 2001, while also mentioning issues and institutions that were not considered in previous reports.

It should be noted that many of the mechanisms, such as the women's units or areas within various institutions, were formed recently, so that it would be premature to measure their impact on the lives of women and the cultural, social and political changes which may have taken place in Guatemalan society. In this respect, one of the purposes of the Presidential Secretariat for Women (SEPREM) is to develop a system of gender indicators that can be used by governmental agencies to measure progress towards gender equality and equity.

The existence of SEPREM has made it possible to have a greater impact on the various governmental bodies in terms of reaching the targets set out in the National Policy for the Advancement and Development of Guatemalan Women: Equal Opportunity Plan 2001-2006 through the plans, programmes and projects that are implemented by each body.

In this respect, SEPREM, as the guiding entity in this area, has given priority to dialogue with civil society women's organizations and the Government in order to achieve consensus on compliance with the Policy and the national and international obligations assumed by Guatemala.

Contents

Page

Part I

Article 1. Applicability of the definition of discrimination contained in the Convention 5

Article 2. Administrative and legislative anti-discrimination measures 6

Article 3. Measures guaranteeing equal enjoyment of rights and freedoms 18

Article 4. Special temporary measures aimed at accelerating equality 23

Article 5. Elimination of sexist roles and stereotypes 24

Article 6. Suppression of trafficking in women and exploitation of prostitution 27

Part II

Article 7. Access to political and public life 29

Article 8. Women's participation in representing the Government at the international level 33

Article 9. Equality in respect of acquiring or changing nationality 34

Part III

Article 10. Equality in education 35

Article 11. Equality in employment 38

Article 12. Equality in access to health care 41

Article 13. Equality in terms of social and economic benefits 45

Article 14. Elimination of discrimination against rural women 48

Part IV

Article 15. Equality before the law 49

Article 16. Equality in marriage and family relations 50

Part I

Article 1
Applicability of the definition of discrimination contained in the Convention

> ***Recommendation of the Committee**: Recognize that the terms "equity" and "equality" are not synonymous and interchangeable and that the Convention is aimed at the elimination of discrimination and ensuring equality of women and men.*

1. Guatemala recognizes that the Political Constitution drafted and approved by the National Constituent Assembly in 1985 is liberal and based on recognition of the primacy of the human person as the subject and outcome of the social order. Nevertheless, from a human rights standpoint, it lacks a vision of gender equity.

2. In recent decades governmental and non-governmental organizations which advocate for women's human rights have made proposals for amending articles of the Constitution that diminish women's human dignity. In addition, laws have been enacted which allow for the implementation of actions for the advancement of women.

3. In the legal arena, article 4 of the Constitution of the Republic establishes the equality of all human beings; nevertheless, equity for women depends in many cases on the political will of the officials in charge of governmental agencies to adopt the recommendations contained in the **National Policy for the Advancement and Development of Guatemalan Women: Equal Opportunity Plan 2001-2006**, approved in 2000.

Article 2
Administrative and legislative anti-discrimination measures

States Parties condemn discrimination against women in all its forms, agree to pursue by all appropriate means and without delay a policy of eliminating discrimination against women and, to this end, undertake:

(a) To embody the principle of the equality of men and women in their national constitutions or other appropriate legislation if not yet incorporated therein and to ensure, through law and other appropriate means, the practical realization of this principle;

(b) To adopt appropriate legislative and other measures, including sanctions where appropriate, prohibiting all discrimination against women;

(c) To establish legal protection of the rights of women on an equal basis with men and to ensure through competent national tribunals and other public institutions the effective protection of women against any act of discrimination;

(d) To refrain from engaging in any act or practice of discrimination against women and to ensure that public authorities and institutions shall act in conformity with this obligation;

(e) To take all appropriate measures to eliminate discrimination against women by any person, organization or enterprise;

(f) To take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women;

(g) To repeal all national penal provisions which constitute discrimination against women.

***Recommendations of the Committee**: Review and assess the coordination among its existing institutional mechanisms for the advancement of women and include in the next report clearer information on this issue.*

Evaluate the impact of existing programmes and measures for the advancement of women.

Agencies responsible at the judicial and policy levels for monitoring the implementation of legislation

4. With regard to the protection of women in the effective exercise of their rights, the **Office for the Defence of Women's Human Rights (DEFEM)** within the Office of the Human Rights Procurator reports that from January to June 2002, 111 complaints of aggression against women were handled. Of those, physical violence

was the most frequent type of aggression, reported in 51 cases, with psychological violence being the next most frequent, reported in 46 cases. In addition to assisting women who are victims of violence, DEFEM also advises on and coordinates short courses and seminars for law enforcement personnel and agencies involved in implementing the Act on the Prevention, Punishment and Eradication of Domestic Violence.

5. The **Women's Rights Protection Unit of the Office of the Procurator-General** handled 4,100 cases of domestic violence in 2003; 368 protection orders were processed, 378 women were accompanied to the courts and legal aid was provided in 1,560 cases. According to the Unit's records, in 2002 the breakdown by type of violence was as follows: of 3,046 cases handled, 375 involved claims of physical violence, 1,126 psychological violence, 1,449 economic violence, 1 sexual violence, and 95 unspecified violence.

6. Within the Public Prosecutor's Office, the **Women's Section**, established specifically to deal with cases of violence against women, reported that in 2002 it received a total of 12,211 complaints of aggression against women, and during the first quarter of 2003 another 2,730 were recorded.

7. In the penitentiary system there were 449 women inmates in 2003, of whom 139 had been convicted and sentenced; the remaining 310 were being held pending or during trial.

8. According to statistics provided by the **National Centre for Analysis and Documentation of the Judiciary**, in 2002 13,114 forensic examinations were conducted of women victims of assault. The most common category was that of physical injury in 7,227 cases, followed by wounds in 1,014 cases and defloration[1] in 669 cases.

9. During the first half of 2003, 7,405 cases were handled. The Centre reports that in 2002 1,583 autopsies were performed on women taken to the morgue to determine the cause of death. The most common cause of death was disease in 300 cases, followed by cranial trauma in 257 cases and gunshot wounds in 205 cases.

10. Under the **Programme for the Advancement of Rural Women (PROMUJER)** attached to the **First Lady's Social Work Secretariat (SOSEP)**, the following campaigns were undertaken for the empowerment of women: (a) *income-generating programmes*, which benefited a growing number of women each year (500 in 2001, 800 in 2002 and 2,500 in 2003); (b) *technology or service projects to alleviate the domestic burden of the target population*, benefiting 228 women in 2001, 334 in 2002 and 2,000 in 2003; (c) *adult education*, providing literacy courses to 1,274 women, post-literacy level I courses to 771 women and post-literacy level II courses to 555 women; in 2003, 3,113 women were enrolled in literacy courses, 2,543 in post-literacy level I and 1,228 in level II; (d) a *distance learning project*, benefiting 75 women at the primary level and 30 at the basic secondary level in 2001; 445 in primary and 329 in basic secondary in 2002; and 444 in primary and 474 in basic secondary in 2003; (e) vocational training benefiting 5,536 women in 2001, 6,106 in 2002 and 6,500 in 2003.

[1] Defloration means that a girl experienced coitus for the first time and lost her virginity. Most of these cases involved rape.

11. The **Programme for the Prevention and Eradication of Domestic Violence (PROPEVI)** attached to the First Lady's Social Work Secretariat, which was created to assist women who are victims of violence, reports that it assisted 15,560 persons in 2002 and 7,267 persons from January to June 2003. Most of them were adult women, in the proportion of 75.44 per cent in 2002 and 74.85 per cent in the first half of 2003. The Programme serves adult women and men, children adolescents, older adults and disabled persons. To provide personalized assistance to victims of domestic violence, it has a social work unit, a legal unit, a psychology unit and a family helpline.

12. During the period 2002-2003, the **National Coordinating Office for the Prevention of Domestic Violence and Violence against Women (CONAPREVI)**, established as an advisory agency on public policy on the issue of violence against women, did follow-up and monitored the agencies responsible for keeping a record of complaints of domestic violence to ensure that they were entered on the standardized recording form. The form is designed to ensure that reliable information is available on the complaints brought, the procedure followed and the protective measures taken. The Coordinating Office is currently in the final stages of drafting the National Plan for the Prevention and Eradication of Domestic Violence and Violence against Women. The next step will be the social review and approval of the plan at the national level by government agencies and civil society organizations involved in providing services to victims of violence. One aim of the Plan is to avoid duplication of institutional efforts. The Office also designed, outlined and drafted a document entitled "National analysis of institutional efforts with respect to the problems of domestic violence and violence against women". The document, still pending publication, contains a compilation of statistics and documentary information on the causes, consequences, effects and frequency of domestic violence and violence against women.

13. The **National Women's Forum**, a body established under the Peace Agreements in coordination with the Presidential Secretariat for Women (SEPREM), presented the Action Plan for the Full Participation of Guatemalan Women 2003-2006. It has carried out activities to promote women's participation in the Development Councils at the local, regional and national levels by publicizing the content of the Development Councils Act and the way the Councils are constituted. It prepared a training manual on local planning and development procedures and is preparing a manual on the rights of indigenous women. In conjunction with SEPREM, it is working on a plan for disseminating the content of the Convention on the Elimination of All Forms of Discrimination against Women. In 2002 95 per cent of the 59 Forum structures in the various regions of the country were set up. A total of 56 assemblies were held in which 1,800 women in leadership positions in organizations and institutions throughout 21 departments participated.

14. The **Office for the Defence of Indigenous Women's Rights**, an agency established to protect the rights of indigenous women, reports that in 2001 it dealt with 344 cases, of which 61 were handled at the central bureau, 159 at the north-eastern bureau and 124 at the north-western bureau. In 2002 it dealt with 225 cases, of which 46 were handled at the central bureau, 121 in the Cobán (north-eastern) region and 58 at the bureau in El Quiché (north-western region). The increase demonstrates not only that there is a need to be filled and that women are increasingly seeking help, but also that the expansion of the regional bureaux of the Office for the Defence of Indigenous Women's Rights has facilitated access, making

it easier for indigenous women to bring their complaints. Civil law is the area in which the demand is greatest.

Actions taken by the agencies for the advancement of women

15. The **National Office for Women's Affairs**, an agency within the Ministry of Labour, conducted seven projects in 2002 in the following areas: strengthening the National Office for Women's Affairs; supporting public policies relating to women; women and peace-building, democracy and development; women and legal reforms; teaching rural women about current agricultural legislation; labour reforms relating to women; and the importance of participation in the national dialogue. In 2003 it had three projects under way on the proposed amendments to the Labour Code relating to women; helping boys and girls to know their rights; and eradicating domestic child labour. It provided training for 2,161 women on the topics of equity and equal opportunity, public policies, human rights and labour reforms.

16. The **Department for the Advancement and Training of Working Women** of the Ministry of Labour and Social Security is working on a project for the promotion and defence of the labour rights of working women, under which it addresses complaints of women workers and provides training for staff from the Ministry of Labour and Social Security, labour inspectors, women workers and employers. In 2003 it handled 1,147 complaints by working women about the denial of their labour rights. It created the Network of Women's Labour Rights Defenders, who are trained to help their colleagues recognize when their rights are being violated.

17. Under the **Gender, Women and Rural Youth Unit of the Ministry of Agriculture and Food**, a gender equity policy was developed that is applied to projects carried out in all agencies of the Ministry with the objective of benefiting women.

18. The **Gender Unit in the Ministry of Environment and Natural Resources** is in charge of monitoring and oversight to ensure that all agencies incorporate the gender perspective. The Ministry has 22 departmental offices located in the capital of each department, and 167 environmental outreach workers, who are being trained to incorporate the gender perspective in their work. The staff of the Ministry — 83 women and 149 men — are sensitized to and trained in topics related to gender theory as it applies to environmental issues, such as gender methodologies applied to environmental management, gender methodologies in protected areas, gender methodologies in marine and coastal environments and gender concepts. The Ministry conducted the institutional diagnostic exercise, "Towards gender equity in employment", which can reveal whether there is bias in the value assigned to a job depending on whether it is performed by a woman or by a man.

19. The **Women's Unit of the Guatemalan Fund for Indigenous Development (FODIGUA)** has a number of programmes to benefit indigenous women. Its Education Programme supports the training of women leaders in areas related to political participation. Its socio-productive programme promotes the participation of women in projects involving handicraft production, animal husbandry and communal shops, among other activities. Since rates of illiteracy are higher among women, FODIGUA submitted a proposal on bilingual literacy, which would involve literacy instruction in Mayan languages. The proposal was accepted by the National Literacy Committee. FODIGUA personnel have been trained in gender theory and methodology. The gender perspective has become a cross-cutting element in all

projects promoted by the Fund. The processing of data includes a breakdown by sex, so that reliable data can be obtained on the real benefits to women. From 2001 to 2003 a total of 16,353,943.41 quetzales have been invested in projects to benefit women in the areas of education, infrastructure, health and socio-productive activities.

20. The **Gender and Women's Unit in the Ministry of Energy and Mines**, on the basis of the National Policy for the Advancement and Development of Guatemalan Women: Equal Opportunity Plan 2001-2006, is carrying out four projects for women in the following areas: (1) installation of community solar clothes dryers; (2) energy conservation in rural homes; (3) installation and operation of stoves; (4) energy for productive uses.

21. The **Women in Government Bureau** in the Department of Guatemala, an agency that promotes women's participation, during the period 2002-2003 arranged training for 20 women community representatives from municipalities near Guatemala City on such topics as self-esteem, gender, citizenship, voter registration, organization, political impact, decentralization, urban and rural development councils and the municipal code, among others. This was done with the collaboration of the Presidential Secretariat for Executive Coordination. It also disseminated the booklet entitled "Women's Rights, Equity and Justice", intended for the information of women representatives of municipalities in the department of Guatemala.

22. The **Gender Equity Office of the National Civil Police (PNC)** has coordinated actions with other PNC offices and with governmental and non-governmental agencies on issues relating to domestic violence, sexual violence, AIDS prevention and masculinity. It has also established a system for monitoring sex-disaggregated statistical data relating to violence against women, girls, boys and older adults. An institutional analysis of the status and situation of women in the National Civil Police was prepared. A body was established to carry out an internal gender awareness campaign within the PNC. Sexual assault was included in the PNC disciplinary regulations as serious misconduct. Guidance in the use of gender classifiers in the preliminary draft budget for 2004 was received from the staff of all the departments of the Ministry of the Interior that work in the budget area. The Convention on the Elimination of All Forms of Discrimination against Women was published in the official newsletter of the PNC for the information of personnel, the media and all of the PNC stations and special and administrative units. An analysis of the gender situation was prepared. Workshops on violence against women were taught to two groups of chiefs of police and 14 groups of female inspectors and deputy inspectors, with a total of 1,036 persons participating in 2002 and 2003.

23. According to the records of the **Technical Secretariat of the Office of the Inspector-General of the National Civil Police**, from January to June 2003 there were 163 violent deaths of women, with the capital having the highest number of cases, 79. As to the cause of death, gunshot wounds accounted for the highest percentage, or 74 per cent, followed by knife wounds at 13 per cent. From January to June 2003, there were 7 reports of violence and 158 reports of kidnappings.

24. The **Office of Victim Services of the National Civil Police** in Guatemala City assisted 1,525 women and 35 girls in 2002. So far in 2003 it has assisted 764 women and 38 girls. Offices were established this year in 20 of Guatemala's 22 departments in order to achieve better coverage.

25. The **Women's Consultative Council in the Ministry of Public Health and Social Welfare** was formed to coordinate the Ministry's various programmes for mainstreaming a gender perspective in all its activities. Its function is also to facilitate and guarantee awareness-raising, provide gender training to the Ministry's staff, and develop activities to ensure the prevention and treatment of HIV cases with a view to fostering healthful lifestyles for individuals, families and society. Another of its functions is to help develop intrasectoral and multisectoral advocacy actions by promoting policies to generate changes in the laws that benefit women.

Administrative actions

At the administrative level, women's units or areas have been established in some ministries and autonomous agencies to promote specific policies for women and enable their advancement and inclusion in the country's development efforts.

26. The **Guatemalan Housing Fund (FOGUAVI)** does not have a specific programme for women, but the five programmes which it implements are regarded as being targeted to a population sector composed mainly of low-income women living in marginal urban districts and rural areas. These programmes deal with uprooted and demobilized persons, expansion of low-income housing to keep pace with demand, decentralization and development of low-income housing, general housing, and emergencies. Of those benefiting from the Fund's programmes in rural areas, 43 per cent are women, while in urban areas the number of beneficiaries who are female heads of household rises to 75 per cent.

27. The **Gender, Women and Rural Youth Unit of the Ministry of Agriculture and Food** promotes the 2000-2004 agricultural policy known as "New sowing", the aim of which is to reduce injustice and achieve equality of rights between women and men in access to productive resources, organizational capacity, job opportunities, and management and execution of development programmes in their communities. Fostering the participation of women and youth in development is one of the priority themes of this policy.

28. The **Gender and Armed Forces Project in the Ministry of Defence** promoted and formulated discussion, analysis and consultancy on mainstreaming a gender perspective within the various branches of the military. An institutional analysis of the status of women in the army was carried out. In 2002, 310 scholarships were awarded to women. In 2003, 335 scholarships were awarded to female military personnel, which represents an 8 per cent increase over the previous year. Approximately 6 per cent of military personnel are women. In terms of promotions, seven women officers graduated from the Polytechnic School in 2002-2003. In addition, two women officers graduated from the Aviation branch as aviator pilots, and four women officers graduated from the Marine branch. A gender perspective has been incorporated into the military training and advanced training curricula since 2003.

29. The **National Public Health Programme** began operating for the benefit of women in January 2001. Its components are as follows: maternal and child health;

family planning; prevention of cervico-uterine, breast and prostate cancer; responsible parenthood; epidemiological monitoring; integrated care of prevalent childhood illnesses (AIEPI); integrated care of children and women in the community (AINM-C); integrated care of illnesses specific to children; general medicine; infertility, climacteric and menopause. **Results**: In maternal and child health, 84 communities in eight priority areas now have emergency plans and make obstetrical referrals. There are 400 skilled providers trained in techniques of maternal and neonatal care. Eleven hospitals, 44 health centres, 97 health posts and three cantonal birth centres are implementing the "Improvement, performance and quality" process. Two hundred sixty professional nurses, 632 nursing auxiliaries and eight schools of nursing have standardized the content and practices of maternal and neonatal care.

30. In November 2003 the Ministry of Culture and Sports established the **Unit on Promotion and Ethnic and Gender Equity in Cultural Diversity**. The aim of this unit is to promote ethnic and gender equity in all political, technical and administrative processes and in access to the services which the Ministry provides, and to contribute to the efforts of other government agencies and civil society to comply with the legal precepts and commitments made by the Government in the Peace Agreements and the international conventions ratified by Guatemala.

31. The **Ministry of Economic Affairs** is taking steps to institutionalize a **Gender Unit** within the organizational structure of the Ministry; however, the unit will not have a budget for fiscal year 2004. Efforts are being made to include the Gender Unit in the 2005 preliminary draft budget with its own budget. Actions are currently being undertaken within the Ministry to benefit small and medium enterprises, a sector in which women are strongly represented. The support consists of financial assistance, postgraduate training in basic administration, technical assistance in procedures and methods for improving the productivity of enterprises, and granting production loans to businesswomen's associations.

32. The **Ministry of Economic Affairs** participates in a body coordinated by the Ministry of Labour with the aim of ensuring respect for the human rights of maquila workers. Also participating in this body are: the Guatemalan Social Security Institute (IGSS), the International Labour Organization (ILO), the General Directorate of Migration, the Ministry of Education, the Office of the Human Rights Procurator, the United Nations Mission for the Verification of Human Rights in Guatemala (MINUGUA), and the Ministry of Economic Affairs. Currently, 70 per cent of maquila workers are women. Enterprises established under the Act on Promotion and Development of Export and Maquila Activities and Decree No. 65-89, or the "Free Zones Act" (referring to tax-exempt zones), must comply with the obligations provided by law, especially labour obligations. In this connection, the Act gives the Ministry of Economic Affairs the power to rescind the tax benefit qualifying agreement in cases where Guatemala's labour laws are shown to have been violated.

33. In September 2003 the **Presidential Secretariat for Executive Coordination** initiated the process of establishing the Women's Unit. The Presidential Secretariat for Women (SEPREM) supported the preparation of the proposal, which was submitted to the Secretariat authorities.

34. The **Social Investment Fund**, an autonomous State agency established to promote community development through social investment projects, has decided

that gender equity should be part of the strategy of encouraging affirmative action through social policy. Accordingly, it took the following steps: a strategic focus was defined for mainstreaming a gender perspective within the investment processes carried out by the Fund; the Fund's Gender Unit became part of the Advisory Board of SEPREM; and gender awareness-raising and training workshops were held for community leaders in 514 communities belonging to 11 departments.

35. The **General Secretariat of the Presidency**, which provides direct and ongoing legal and administrative support to the Presidency of the Republic, has promoted some actions to benefit women. As part of the minimum agreements agenda, the draft Act on Criminalization of Sexual Harassment was elaborated and sent to Congress on 9 September 2002. To date it has not been discussed in the Legislative Assembly.

36. The **General Secretariat of the Presidency** also urged the President of the Republic to issue a memorandum addressed to the heads of government agencies, asking them to take into account, in the preparation of programmes and budgets for the formulation of the draft general budget for fiscal year 2004, the commitments made under the Peace Agreements, the poverty reduction strategy, the principles and commitments of the Fiscal Pact, the Social and Population Policy and the National Policy for the Advancement and Development of Guatemalan Women: Equal Opportunity Plan 2001-2006. This memorandum was issued by the President of the Republic on 11 April 2003. In compliance with earlier provisions, the **Technical Department of the Budget** on 8 July 2003 issued decision No. 61, authorizing the Programme Categories and Budget Structure Network of SEPREM to be applied to the preliminary draft and draft general budget of State revenue and expenditure for fiscal year 2004.

37. The **Presidential Commission to Combat Discrimination and Racism against Indigenous Peoples of the Peace Secretariat** is promoting a Plan of Action 2002-2012 to increase the participation of Guatemalan women. This plan will be implemented through several projects: (a) project on "Gender equity in the framework of the Peace Agreements", which has as its aim to contribute to the implementation of the Peace Agreements in the country's democratic process by strengthening human rights, civic participation and women's political influence, based on gender equity and social justice. The thematic areas are: status of women in Guatemala; women's civil and political rights; gender and local development; and multicultural and intercultural development from a gender perspective. Forty outreach workers and 240 women from the communities have received training in the area of local development and incorporation into municipalities in eight regions; (b) project on "Advancement and gender equity: prevention and protection of women against violence in the framework of police modernization", which is being developed in the context of "Civil safety and modernization of the National Civil Police"; and (c) the National Compensation Programme, under which pilot projects are being carried out to benefit victims of the armed conflict. A total of 2,077 women have benefited from the programme.

38. The **Women's Advisory Board in the General Secretariat for Planning (SEGEPLAN)** was established in 2003 and is attached to the Subsecretariat for Global and Sectoral Policies. One of its functions is to promote gender awareness and the gender perspective within the work of the agency, which consists of conceptualizing, formulating and validating public development policies. The Board

did not manage to get its action plan approved, nor was agreement reached on a specific budget allocation for fiscal year 2004.

39. The **Women's Rights Protection Unit in the Office of the Procurator-General (PGN)** handled 3,046 complaints in 2002 and 4,100 cases in 2003. In offering legal advice, this unit seeks to ensure that women have legal certainty regarding the administrative and judicial processing of complaints. Coordination has been established between the institutions of the justice system in order to expand coverage for women in all sociocultural sectors and groups, especially disabled women. The unit has sued the State institutions for the administration of justice in order to compel enforcement of the applicable law in specific matters relating to women. The obstacles encountered have to do with the budget structure of the Office of the Procurator-General, which does not have a specific programme which can evaluate the resources allocated to the Women's Unit.

40. The **Presidential Commission for Coordinating Executive Policy in the Field of Human Rights (also known as the Presidential Human Rights Commission, or COPREDEH)** has supported the **Office for the Defence of Indigenous Women's Rights (DEMI)** by providing space in its regional headquarters in the departments of Huehuetenango, Quezaltenango and Petén. It has also supported the Office's project to prepare the first report on the status and rights of indigenous women in the country. It has further provided political support by promoting actions and advising the Office on administrative matters in order to enhance its functioning.

41. The **Presidential Human Rights Commission (COPREDEH)** issued a favourable opinion in an action brought against the Guatemalan Congress, claiming that article 3 (Public actions subject to approval by a private institution), paragraph 2 (Denial of economic assistance and non-compliance with the obligation to provide assistance), of Decree No. 79-97 of the Code of Criminal Procedure, amending Decree No. 51-92 of the Code, is partially unconstitutional on the ground of its having general effects such as discrimination and denial of justice. COPREDEH also participated in the dissemination, discussion and study of the draft bills elaborated by women's organizations, with a view to consolidating a final version of the draft amendments to the Criminal Code and the Labour Code to be submitted to the competent authorities.

42. The **Women's Consultative Council** in the Ministry of Education has promoted activities to raise awareness of gender equity among the central and departmental authorities of the Ministry, and has supported proposals for strengthening the participation of girls and women in the educational reform process. It has also furthered the inclusion in school curricula and development programmes of discussions on preventing domestic violence by involving local and/or municipal authorities. It encourages co-education and incorporates democratic content and values in the educational system. It has promoted awareness-raising activities among teachers so that they will encourage attitudes, conduct and equitable relationships conducive to gender equity.

43. The **Office for the Defence of Indigenous Women's Rights (DEMI)**, attached to COPREDEH, has promoted a programme to support the reform of human rights teaching in Guatemala, which would make it possible to train indigenous women leaders in the department of Huehuetenango. In this framework, scholarships or study grants were awarded to 30 female students at the universities

of San Carlos (public) and Rafael Landívar (private) who have obtained a diploma in legal and social sciences and are about to begin studying for the bar examination. Support was also provided to three professional women to enable them to finish their master's degrees in human rights at Rafael Landívar University. An agreement was signed between DEMI and Rafael Landívar University whereby the latter would provide legal support, through a people's law clinic, for the cases submitted to DEMI.

44. The **Office for the Defence of Indigenous Women's Rights** promotes the Programme for the Defence and Promotion of Indigenous Peoples' Rights. It has organized seminars and forums for the staff of the Office on topics relating to the rights of indigenous women and women maquila workers and domestic workers and ways of ensuring them. Twenty-four representatives of the linguistic communities were trained in these activities.

45. The **Office for the Defence of Indigenous Women's Rights** promoted the *Project on Gender Equity in the Framework of the Peace Agreements*, launched in May 2001, which consisted of preparing the first national report on the status and rights of indigenous women.

46. The *Project on the Promotion and Defence of Indigenous Women's Rights* is executed within the **Office for the Defence of Indigenous Women's Rights**. Fifty-eight facilitators participated in the project as part of a training process focusing on indigenous women's rights, implementation of the Act on the Prevention, Punishment and Eradication of Domestic Violence, and self-esteem. These facilitators were dispatched to 24 linguistic communities to train women leaders.

47. The **University Programme for Research in Gender Studies**, which was established to promote research, discussion, analysis and dissemination of gender issues within the University of San Carlos and which has a proactive character and national influence, pursues research in the following areas: gender, culture and society; gender and integrated health care; gender and economy; gender and education; gender, law, human rights and democracy; and gender and environment.

48. Two different curricula within the **University Programme for Research in Gender Studies** of the University of San Carlos of Guatemala include research components on social inequality and gender components. These are the University Programme on Research in Education, in which one of the research areas is education and social inequality, and the University Programme in Contemporary Studies, in which the women's movement is studied under the rubric of "social inequality and processes".

49. The **University of San Carlos** has made curriculum adjustments in two departments. The Higher University Council approved the inclusion of a course on gender theory in the curriculum of the department of social work and the school of history and promoted an optional programme on gender anthropology. In 1999 and 2000, and on 8 March 2002, a professorship in women's studies was created in the Directorate of Teaching.

50. In the framework of elections for rector of the **University of San Carlos of Guatemala**, held on 28 February 2002, the six candidates for rector signed a statement of commitment to university women, in which they declared that they would: recognize the socially disadvantaged status of women in the university and the country; recognize the University's backwardness when it comes to the

establishment of university policies aimed at overcoming such social disadvantages; and recognize the commitment of the University of San Carlos to the advancement of university women and of Guatemalan society. They promised to: highlight the proposals which universities submit for the various teaching, research and extension programmes and postgraduate studies of the University of San Carlos of Guatemala; include a gender perspective in plans, programmes and projects of the University of San Carlos; in order to democratize the university, take into account the candidatures of professional women for leadership and decision-making posts in the University; make a political and administrative commitment to ensuring the creation of the Institute of University Women of the University. On the basis of these commitments, new steps were taken with a view to the creation of the Institute, which is in the final stages of negotiations for its approval.

51. Under the **University Programme for Research in Gender Studies**, 28 research projects on topics relating to the situation and status of Guatemalan women in both urban and rural areas were carried out from 1995 to 2003.

> ***Recommendation of the Committee**: Provide specific information on the number and the levels of women in the academic field and the distribution among different disciplines.*

52. The student population at the **University of San Carlos of Guatemala** (public) rose to 83,153 in 2002. Of these, 48,493 (58.51 per cent) are men and 34,493 (41.49 per cent) are women. This attests to a gradual increase in the percentage of women, since for 2002 the records show a ratio of 59.55 per cent men to 40.45 per cent women, indicating that there was an increase of 1.04 per cent. In 2001 male students represented 60.15 per cent of the university population. A similar situation is reported at the **rural university centres**: in 2002, out of a student population of 26,526, men accounted for 52 per cent and women for 48 per cent. In 2001 men accounted for 53.62 per cent, and women, 46.38 per cent.

53. With regard to the number of graduates by academic department at the **University of San Carlos**, men on average account for 51.47 per cent of graduates, which suggests a certain equilibrium; it is well known, however, that there are disciplines in which men are heavily represented while female enrolment is sparse. A higher number of women are enrolled in medicine, which was essentially a male bastion at the beginning of the last century. Of those enrolled in law, men account for 55 per cent, and women 45 per cent.

54. Data on graduation rates at the **University of San Carlos**:

Departments with a high percentage of male graduates

Agronomy	97.45% men and 2.45% women
Engineering	83.33% men and 16.67% women
Veterinary medicine	72.72% men and 27.28% women
Economics	66.10% men and 33.90% women
Law	64.73% men and 35.27% women
Architecture	59.34% men and 40.66% women

Departments with a high percentage of female enrolment

Social work	1.53% men and 98.47% women
Psychology	15.30% men and 84.70% women
Humanities	23.77% men and 76.23% women
Professorships in Secondary Education	30.18% men and 69.82% women
Chemistry and pharmacy	33.78% men and 66.22% women
History	33.33% men and 66.67% women
Medicine	43.04% men and 56.96% women

Departments with similar numbers of male and female graduates

Communication sciences	51.36% men and 48.64% women
Odontology	48.64% men and 51.36% women
Political science	50.00% men and 50.00% women

Article 3
Measures guaranteeing equal enjoyment of rights and freedoms

States Parties shall take in all fields, in particular in the political, social, economic and cultural fields, all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.

Legislative measures

The following are decrees adopted by the Congress of the Republic during the period from 2002 to 2003 relating to the advancement of Guatemalan women.

55. **Decree No. 19-2002 of the Congress of the Republic, dated 7 May 2003.** Act on National Languages. This instrument provides for recognition of and respect for the languages of the Maya peoples. It contains provisions relating to the requirement that laws, instructions, notices and other instruments be translated into the Mayan languages. It also provides for public services to be administered in each community's own language. This decree benefits Maya women, who show a high degree of monolingualism and face serious difficulties in obtaining justice and gaining access to basic services such as health and education.

56. **Decree No. 51-2002 of the Congress of the Republic, dated 20 August 2002.** Reform of the Code of Criminal Procedure, Decree No. 51-96, and amendments thereto. This reform is intended to extend the competence of justices of the peace so that they can judge minor offences, thereby reducing the backlog of cases in the system of justice. Another innovation is the creation of mobile courts, the competence of which will be determined by the Supreme Court. With the creation of these courts, greater numbers of people throughout the country will have access to the justice system. It is believed that improved access to the justice system will help women who are having transportation difficulties in their communities.

57. **Decree No. 57-2002 of the Congress of the Republic, dated 11 September 2002.** Reform of the Criminal Code, Decree No. 17-73, and amendments thereto. Defines the offence of discrimination, including all discrimination on grounds of gender, to be penalized by one to three years' imprisonment and a fine of 500 to 3,000 quetzales.

58. **Decree No. 81-2002 of the Congress of the Republic, dated 28 November 2002.** Promulgates the Act on Promoting Education against Discrimination. Provides for the various State ministries to promote actions within the framework of the anti-discrimination conventions to ensure that their activities are characterized by respect, tolerance, and recognition of the multilingual and multi-ethnic nature of the Guatemalan nation, promote dignity and eliminate discrimination on grounds of race and gender.

59. **Governmental Agreement No. 317-2002.** Implementing regulations for the General Act on Combating Human Immunodeficiency Virus (HIV) and Acquired Immunodeficiency Syndrome (AIDS) and the Promotion, Protection and Defence of Human Rights in the Context of HIV/AIDS. The regulations provide for the creation of a national AIDS programme, to be responsible for producing content, training in matters relating to HIV/AIDS, providing technical assistance to bodies which request it, and preparing sex education manuals and other materials, with a gender-based and multicultural perspective.

60. **Ministerial Agreement SP-M22-16-2003, dated 5 November 2003 and published on 1 December 2003,** adopts the implementing regulations for the Responsible Parenthood Network. The latter will bring about multidisciplinary and multisectoral integration designed to unify criteria and efforts for the integrated development of families and of society in general through appropriate promotion of responsible parenthood.

61. **Decree No. 20-2003 of the Congress of the Republic, dated 12 May 2003.** Act on Civilian Service, as a substitute for the military service which existed previously. Its principles include universality and equality, meaning that it will apply to all Guatemalan men and women falling within the age group indicated by the Act. In its application, therefore, there is to be no discrimination on grounds of sex, race, ethnicity, religion, political opinions, economic status, culture or any other grounds.

62. **Decree No. 27-2003 of the Congress of the Republic, dated 4 June 2003.** Comprehensive Child Protection Act. This instrument states that the rights enshrined in the law include the right to equality, which is applicable to all children and adolescents of either gender without any form of discrimination. It reinforces the obligation for all institutions and employers to provide appropriate conditions for breastfeeding, and contains provisions concerning the right to protection from illegal trafficking, abduction, kidnapping or sale of and trade in children and adolescents. It establishes the Office for the Defence of the Rights of Children and Adolescents, which is directly responsible to the Human Rights Procurator. It creates the Unit for the Protection of Working Adolescents, attached to the Ministry of Labour and Social Security. It establishes special courts for children and adolescents, for adolescents in trouble with the law, and for monitoring the implementation of the relevant measures, along with an appeals court chamber for children and adolescents.

63. **Decree No. 36-2003 of the Congress of the Republic, dated 19 August 2003.** Adopts the United Nations Convention against Transnational Organized Crime, signed by Guatemala on 12 December 2000, and its Protocols. Those Protocols are: (a) the Protocol against the Smuggling of Migrants by Land, Sea and Air, supplementing the United Nations Convention against Transnational Organized Crime; and (b) the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime, both adopted by means of General Assembly resolution 55/25 of 15 November 2000. *Note*: Deposit and ratification formalities have been suspended because the Constitutional Court is currently considering an action of unconstitutionality.

64. **Decree No. 50-2003 of the Congress of the Republic, dated 13 August 2002.** Adopts the Convention on the Protection of Children and Cooperation in Respect of Inter-Country Adoption, adopted at The Hague on 29 May 1993. *Note*: This decree was declared unconstitutional, so the Convention has not entered into force.

65. **Governmental Agreement Nos. 417-2003 and 421-2003. Reforms of the legal framework of the National Coordinating Office for the Prevention of Domestic Violence and Violence against Women (CONAPREVI).** CONAPREVI was reformed twice in 2003 under Governmental Agreement Nos. 417-2003 and 421-2003. The reforms arose out of political pressure and influence exerted upon the Presidential Secretary and Under-Secretary by the members of the Non-Violence Network; the latter participates in CONAPREVI on behalf of civil society. Under the agreement which established CONAPREVI, the President of the National Statistical Institute was to be a member; however, that body was replaced by the Programme for the Prevention and Eradication of Domestic Violence (PROPEVI), pursuant to an amendment to its founding agreement contained in Governmental Agreement No. 868-2000. These reforms were essential in order to improve the efficiency of CONAPREVI and enable it to achieve its goals and better fulfil its mandate. The content of these reforms is as follows: under the founding agreement, CONAPREVI was to work under the coordination of the Presidential Secretariat for Women (SEPREM). The reform modifies that provision and calls for CONAPREVI to work in coordination with SEPREM. This eliminates any wording which might lead to confusion or error as to the existence of some sort of subordination between CONAPREVI and SEPREM. The participation of the National Statistical Institute for the public sector is reinstated; its presence is considered to be an essential and strategic element for efficient monitoring of the recording of complaints. It is stated that CONAPREVI is to coordinate with PROPEVI the programmes being conducted by the latter as the executive entity, in order to coordinate policies for the prevention and eradication of domestic violence.

66. **Governmental Agreement No. 258-2003.** This Agreement establishes the National Compensation Programme (PNR), which will run for 11 years. Article 2 states that the compensation criteria and measures to be applied in the qualification of recipients shall be based on the principles of equity, justice, accessibility, social participation and respect for victims' cultural identity. Article 4 specifies that the membership of the compensation commission shall include a representative of women's organizations.

67. **Governmental Agreement No. 229-2003.** This Agreement introduces reforms to the implementing regulations of the Urban and Rural Development Councils Act. One of the reforms relates to the notification to non-governmental bodies at the departmental level; SEPREM is designated for the notification of women's organizations for the election of women representatives to the Urban and Rural Development Councils.

68. **Initiative No. 2565.** This initiative relates to the adoption of the General Act on Food Security and Nutrition. It provides for the establishment of a national food security and nutrition system, as well as the creation of a National Food Security and Nutrition Council. These entities are required to conduct activities relating to food security. The Council's objectives include, as stated in the final subparagraph, "strengthening programmes for the prevention and treatment of malnutrition, with

particular attention to population groups living in extreme poverty, and giving priority to children, pregnant women and breastfeeding mothers".

69. In **Governmental Agreement No. 539-2003, dated 18 September 2003**, Guatemala makes a declaration concerning article 22 of the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, recognizing and accepting the competence of the Committee against Torture to receive individual complaints. This is an important instrument, giving men and women an additional remedy which, in accordance with article 46 of the Convention, has the force of law and may be invoked for the protection of individual rights, particularly those of physical and moral integrity.

70. **Governmental Agreement No. 526-2003, dated September 2003**, establishes the Third Vice-Ministry for Intercultural Bilingual Education within the Ministry of Education. This event is of particular significance from the historical perspective of racial and gender discrimination from which Guatemalan women and girls have suffered. In accordance with the areas of work already being prepared by the new Vice-Ministry, the gulf of inequality in access to education will be diminished through the implementation of affirmative actions to give women and girls appropriate access to the various levels of education, especially at the primary level, with an intercultural perspective and with due respect for their languages and customs and the wearing of indigenous dress.

71. In 2003 a ministerial agreement established the Directorate for Indigenous Peoples as part of the internal structure of the Ministry of Labour and Social Security. The purpose of this measure was to ensure that the Ministry would provide a specialized service to various population groups in the area of employment, using an intercultural approach and paying due attention to their particular needs in accordance with their language and ethnic origin.

72. **Initiative No. 2617, dated 5 February 2002.** This initiative provides for the adoption of the law on mechanisms for civil society participation in the prevention of corruption. It provides for social organizations (many of which are women's groups) to take part in combating corruption, and facilitates social review.

73. **Initiative No. 2623, dated 26 February 2002.** This initiative provides for an amendment to the Act organizing the National Civil Police, Decree No. 11-97, of the Congress of the Republic. The reforms concern the registration of persons and vehicles, including provisions relating to respect for the dignity, honour and physical integrity of persons being searched, and the need to avoid any abusive, arbitrary or discriminatory practices or those which violate rights or property.

74. **Initiative No. 2630.** This initiative provides for an amendment to the Criminal Code, Decree No. 17-73, of the Congress of the Republic. Among other measures for the protection of women, it defines the offences of domestic violence and sexual harassment and provides for increased penalties for offences against women. This measure resulted from efforts by women's groups, such as the Centre for Research, Training and Support for Women (CICAM), "Mujer Vamos Adelante" and the Maya Women's Group, who prepared the proposal, which was then discussed by various civil society and governmental women's groups. In due course, it was presented to a group of women legislators, who submitted it as a draft legislative initiative. It is currently undergoing a second reading in the Congress of the Republic.

75. **Initiative No. 2914, dated 16 September 2003.** This initiative provides for the adoption of amendments to the Urban and Rural Development Councils Act. The preamble mentions the need to observe a gender perspective in order to ensure women's participation in the deliberations and decisions of municipal and community councils. This initiative calls for women to constitute at least 30 per cent of the membership of those councils.

76. **Initiative No. 2758, dated 15 October 2002.** This initiative amends the Civil Code in relation to the exercise of legal guardianship. The amendment provides that the designation of a guardian or supervisory guardian should be based on the higher interests of the child or person to be protected, taking account of the minor's views, depending on his or her age, maturity, family ties, ethnic origin, and religious, cultural and linguistic identity.

77. **Initiative No. 2775, dated 20 November 2002.** This initiative provides for the adoption of the National Compensation Programme Act. It establishes the National Compensation Programme (PNR), which will be responsible for providing restitution of damage resulting from human rights violations during the armed conflict. The criteria for the provision of compensation include justice, equity, accessibility and participation.

78. **Initiative No. 2881, dated 9 July 2003.** This initiative amends the Health Code, Decree No. 90-97, of the Congress of the Republic. The initiative incorporates the principle of equity in the fulfilment of the State's obligation to care for the health of the population. It also provides for community participation in the planning, organization, monitoring and supervision of health programmes.

79. **Resolution No. 15-2003, dated 7 May 2003.** This resolution urges the Ministry of the Interior to implement preventive security programmes for the prevention of acts of violence against women, and calls upon the Public Prosecutor's Office to fulfil its legal duty of carrying out criminal prosecutions in cases where women's rights have been violated.

80. **Preliminary draft bill on the prevention and punishment of acts of sexual harassment.** This draft bill, prepared in agreement with women's organizations and currently under consideration in the Congress of the Republic, would amend the Labour Code. Initiative No. 2857, articles 61, 62 and 64, are reforms which define the offence of sexual harassment in the area of employment.

81. **The National Office for Women's Affairs (ONAM)**, which comes under the Ministry of Labour and Social Security, has coordinated with governmental and non-governmental bodies a proposed reform involving 37 changes in the following areas: equal pay, the rights of working women and their families, measures to prevent and punish sexual harassment, women agricultural workers, the employment of persons with disabilities and older persons, the regulation of work in private homes, the social recognition of motherhood, and equal rights in the workplace for parents of either sex.

Article 4
Special temporary measures aimed at accelerating equality

> *Adoption by States Parties of temporary special measures aimed at accelerating de facto equality between men and women shall not be considered discrimination as defined in the present Convention, but shall in no way entail as a consequence the maintenance of unequal or separate standards; these measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved.*

80. During the 2002-2003 period covered by this report, no temporary special measures for the advancement of women have been undertaken.

Article 5
Elimination of sexist roles and stereotypes

States Parties shall take all appropriate measures:

(a) To modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of the inferiority or the superiority of either of the sexes or on stereotyped roles for men and women.

***Recommendations of the Committee**: Make the raising of awareness among the general public of the rights of women a priority by building upon existing media campaigns and introducing new awareness-raising and education campaigns on various women's human rights issues. Such campaigns must target men as well as women at all levels of society.*

Eliminate the view that the sole role of women is reproduction.

82. The functions of the **Women's Consultative Council of the Ministry of Education** which deals with the elimination of stereotypes in educational materials, include: (a) incorporating a gender perspective in curriculum reform, the human resources professionalization programme, educational policy development, printed educational materials, plans and programmes; (b) promoting and supporting the advancement of girls and women without any sociocultural discrimination in the application of educational policies.

83. **The Ministry of Culture and Sports** has developed a proposal to create an **Ethnic and Gender Equality Promotion Unit.** Its purpose is to promote ethnic and gender equality in all political, technical and administrative processes and in access to services which the Ministry provides, and to assist the efforts of other public agencies and civil society in the observance of the legal commitments undertaken by the Government in the Peace Agreements and the international conventions it has ratified. The functions highlighted in this report include those dealing with gender equity and elimination of cultural stereotypes: (a) promoting equal rights for men and women, indigenous and non-indigenous, in employment, education, and cultural, social and political life, and ensuring the same opportunities for indigenous and non-indigenous women; (b) conducting campaigns to recognize the need to promote gender equity with respect for cultural and ethnic diversity.

84. **The Presidential Human Rights Commission (COPREDEH)** has conducted training on women's human rights, domestic violence, violence against women, women's participation in civic life, equity and equality in order to help eliminate prevailing gender stereotypes. At present, with the Presidential Secretariat for Social Communication, it is producing a television programme and spot describing the functions and achievements of the Office for the Defence of Indigenous Women's Rights. It has produced the video documentary "This is our voice: Guatemalan

women's rights", which has been used on various occasions to promote women's rights and prevent gender discrimination. Furthermore, training in human rights provided to public officials has included an analysis of all international human rights instruments on women ratified by Guatemala.

85. On 23 December 1997 the **Supreme Electoral Tribunal** created the Electoral Training and Civic Education Unit, targeting the permanent and temporary officials and employees of the Tribunal and the general population. The purpose of this unit is to consolidate a democratic political culture in Guatemala through training, mass communications and electoral civic education, centred on the themes of human rights, intercultural relations, the gender perspective and citizen participation. Women are among the target audiences of the awareness campaigns. The training and informational materials were developed in Spanish and in the K'iché, Kaqchikel, Q'echi' and Mam languages. Posters urging people to vote placed special emphasis on images of women as voters, in an attempt to eliminate the stereotype that citizenship is only for men.

86. Within the **Women's Forum**, as part of the **Advisory Commission on Education Reform**, inputs were formulated and reviewed to ensure that a gender perspective was incorporated in the proposal for eliminating gender stereotypes in normal schools and primary schools.

Measures to prevent and eradicate violence against women

87. As to the prevention of violence against women, the **Office for the Defence of Indigenous Women's Rights**, through the *Project on the Promotion and Defence of Indigenous Women's Rights*, promotes training activities concerning the Act on the Prevention, Punishment and Eradication of Violence against Women. Workshops were conducted to raise awareness of the issue of violence against women in 88 municipalities throughout the country. A popularized version of the Act on the Prevention, Punishment and Eradication of Domestic Violence has been designed.

88. **The Women's Rights Unit of the Office of the Procurator-General** assists in the prevention of domestic violence. It receives complaints concerning physical, psychological, economic and sexual violence.

89. **The National Coordinating Office for the Prevention of Domestic Violence and Violence against Women** provides guidance to women who have approached the agency requesting help or advice and refers them to the government agencies which can handle their complaints. It has drawn up the National Plan for the Prevention and Eradication of Domestic Violence and Violence against Women, which will be reviewed and endorsed by representatives of governmental and non-governmental organizations in dealing with the issue. This plan seeks to avoid duplication of effort and failure to protect the affected persons.

(b) To ensure that family education includes a proper understanding of maternity as a social function and the recognition of the common responsibility of men and women in the upbringing and development of their children, it being understood that the interest of the children is the primordial consideration in all cases.

90. At the end of 2000 the **Ministry of Public Health and Social Welfare** held meetings to address the topic of responsible parenthood in which State agencies participated. As a result, 20 institutions participated in forming the Responsible Parenthood Network. A total of 286 people received training in responsible parenthood, including representatives of the agencies making up the network, youth leaders, representatives of units of the Ministry of Defence and of the Advisory Council on Women's Integrated Health Care of the Ministry of Public Health and Social Welfare, and members of the Child and Youth Protection Forum and Street Educators.

91. **The Ministry of Public Health and Social Welfare** promoted endorsement of the Standards of Care for Responsible Parenthood of its National Reproductive Health Plan. It also participated in the intersectoral commission to develop the post-literacy module on reproductive health. The Ministry of Education's proposals for curriculum reform were reviewed and expanded to include content on sex education, responsible parenthood and reproductive health.

92. The **Responsible Parenthood Network** has conducted awareness-raising activities in secondary schools and institutes and has developed research profiles and assessment indicators through commissions on the following topics: human development training; research, monitoring and evaluation; social promotion, information and communication; and legal assistance. In the legal area, a compilation of the legal framework for responsible parenthood has started.

Article 6
Suppression of trafficking in women and exploitation of prostitution

States Parties shall take all appropriate measures, including legislation, to suppress all forms of traffic in women and exploitation of prostitution of women.

***Recommendation of the Committee**: Take steps to implement the National Plan of Action against Commercial Sexual Exploitation of Children and Adolescents. Review existing legislation relating to the criminalization of child prostitution and sexual exploitation of minors.*

93. The **"Sala"** project of the non-governmental **Guatemalan Association for AIDS Prevention and Control (AGPCS)** reports that in 2003 it assisted 573 women sex workers and 221 homosexual and transvestite men through educational activities and field visits. The women who come from neighbouring countries report human rights violations by immigration personnel and members of the National Civil Police. When they enter the country they are threatened with expulsion unless they perform sexual favours. In the area of health care, they believe that they receive medical care only to protect their clients, not to care for their own health. They state that they receive discriminatory treatment. In general, harassment cases are not investigated since the victims, because of their illegal status in the country, do not complain to the authorities; in the cases where they have done so, they face many difficulties in obtaining evidence.

94. The **Health Centre** located in zone 3 of Guatemala City assists women sex workers in preventing sexually transmitted infections. It reports that it reaches approximately 1,200 women a month.

95. With respect to the elimination of child labour, a coordinating group of agencies was formed and developed a proposal to establish a **National Commission Against Child Labour**, which drew up its annual plan of operations. The Commission achieved passage of the Act on Integral Protection of Children and Youth, adopted on 4 July 2003, which was promulgated as Decree No. 27-2003 of the Congress of the Republic of Guatemala. The objective of this Act is to provide a legal instrument for family integration and social promotion. It seeks the integral and sustainable development of Guatemalan children and youth within a framework of democracy and full respect for human rights. The member institutions of this Commission are: the Presidential Secretariat for Women, the International Labour Organization (ILO), the Association for the Elimination of Child and Adolescent Prostitution, Pornography, Sex Tourism and Trafficking (ECPAT), the Secretariat for Social Welfare (SBS), Pro Niño y Niña Centroamericanos (PRONICE), COPREDEH, the Office of the Procurator-General, and the Association Against Child Abuse (CONACMI).

96. As to the legal framework, the **Act on Integrated Protection of Children and Youth** states as follows:

Article 2: *Definition of Child and Youth. For purposes of this Act, anyone between the ages of 13 and 18 is considered a child.*

Article 3: *Subject of law and duties. The State shall respect the rights and duties of the parents or guardians, as the case may be, of the boy, girl or youth, to impart, in keeping with the development of their abilities, appropriate guidance and direction so that the boy, girl or youth may exercise the rights and duties recognized in the Political Constitution of the Republic, this Act and other domestic laws, treaties, conventions, covenants and other international human rights instruments accepted and ratified by Guatemala, subject only to those restrictions established by law, whose interpretation shall not be extensive.*

Article 4: *Duties of the State. It shall be the duty of the State to promote and adopt the necessary measures to protect the family both legally and socially, and to guarantee to parents and guardians the fulfilment of its obligations regarding life, liberty, security, peace, physical integrity, health, nutrition, education, culture, sports, recreation and family and community life for all boys, girls and youth.*

The coordinating group is promoting a reform of the Criminal Code since it currently does not include offences of this type.

Part II

Article 7
Access to political and public life

States Parties shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular, shall ensure to women, on equal terms with men, the right:

(a) To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies;

(b) To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government;

(c) To participate in non-governmental organizations and associations concerned with the public and political life of the country.

***Recommendations of the Committee**: Promote the adoption of the quota system.*

Promote women's participation in public and political life in Guatemala by offering or supporting training programmes for current and future women leaders and undertaking awareness-raising campaigns.

97. With respect to the registration of women as eligible voters, the Supreme Electoral Tribunal has provided the following information: in the previous elections in 1999, the number of literate women registered to vote was 1,259,719, and the number of illiterate women registered was 640,912. As at 30 June 2003, the number of literate women registered to vote was 1,373,338 and the number of illiterate women registered was 663,150. The figures for men registered to vote in 1999 were 1,822,512 literate and 735,619 illiterate. In June 2003 the figures were 1,950,512 literate and 723,713 illiterate. In 2003, according to the Tribunal, 94,855 women and 210,148 men were affiliated with political parties.

98. With regard to women's access to elective office, in the election held recently on 9 November 2003, 14 out of 131 deputies elected to Congress were women, representing 10.68 per cent of the total, while women were elected as mayors in only 11 out of 331 municipalities. These figures clearly show that the number of political posts held by women remains very low, and the Government is aware that it must encourage women's participation through promotion campaigns. It should be noted, however, that there have been no reported cases in which a woman was denied the right to participate because of her sex.

99. The Tribunal's technical training unit is responsible for informing voters and encouraging them to take part in the general election process. As far as publicity is concerned, 60,000 posters were printed, encouraging women to exercise their right to vote. The posters were distributed throughout the country by municipalities, governmental and non-governmental organizations, churches, and social organizations.

100. During 2002 the Tribunal conducted a survey entitled "Guatemalan women's perceptions of their political participation".[2] This was an ethnographic study, conducted in cities selected according to linguistic criteria, as follows: Q'eqchí language — municipality of Cobán, department of Alta Verapaz; Poqomam language — Palín (Escuintla); P'opti language — Jacaltenango (Huehuetenango); Q'anjob'al language — San Pedro Soloma (Huehuetenango); K'iché language — San Bartola Aguas Calientes (Totonicapán); Spanish language — Escuintla (Escuintla), Asunción Mita (Jutiapa), and Guatemala City (Guatemala); and Garífuna language — Puerto Barrios (Izabal). Using inputs from this study, the Tribunal designed public information materials aimed at encouraging women's participation in the 2003 elections.

101. As at October 2003, women held 9 out of 113 seats in the **Congress of the Republic**, representing approximately 8 per cent of the total. Due to the increase in population, the total number of seats in Congress in 2004 will be 131, of which only 14 will be held by women. Of the country's 331 municipalities, only 11 will be led by women.

102. According to the aforementioned study by the Tribunal, the political obstacles derive from the following factors: "Men are not willing to give up their territory; fathers, brothers and husbands will not allow it; husbands become jealous; and men are afraid that women will do their jobs better. Furthermore, women have no faith in the political process and believe that they have been deceived and exploited by male politicians. They believe that politics has fallen into disrepute and that those who participate in it are corrupt." The women interviewed also referred to the "critical attitude of the community and the ridicule aimed at women who dare to take part in public life". With regard to the economic obstacles, the interviewees noted that "women have no economic autonomy and live in a state of poverty, and this prevents them from participating in political parties because potential candidates are required to make financial contributions".

103. With respect to women's participation in civil society, various women's organizations engaged in discussions during 2003, ultimately producing a consensus proposal for a "women's political agenda for diversity", to be implemented by the future Government during the period 2004-2008. A commitment to this proposal was made by 9 of the 12 candidates for the senior magistrature. It provides that: (a) the stability, autonomy, and political party, technical, administrative, and financial neutrality of the Presidential Secretariat for Women (SEPREM) shall be guaranteed; to that end, the procedure for selecting and appointing the Secretary shall be respected, with women's organizations drawing up a list of candidates, one of whom shall be appointed by the executive branch; (b) the National Policy for the Advancement and Development of Guatemalan Women: Equal Opportunity Plan 2001-2006 shall be implemented primarily with State funds, with the key policy

[2] Supreme Electoral Tribunal. *Guatemalan women's perceptions of their political participation.* Guatemala City, Serviprensa CA, July 2002.

components being integrated by the executive branch, into the relevant ministries and State agencies on a sectoral basis; (c) the State shall help ensure that racism is addressed and confronted in its legal, economic, social, political and cultural aspects, especially as expressed towards indigenous, Xinca and Garífuna women, with a view to its prevention, punishment, and eradication; (d) efforts shall be made to promote the democratization of the political party system, ensuring that reform of the electoral law makes provision for the alternation of men and women, as well as equity, in elective and representative posts; (e) State social development policies, plans, programmes, and projects shall include basic programmes aimed at promoting women's autonomy and development; (f) the continuity of the process initiated by SEPREM for disaggregating data by gender, ethnicity and geographical location in the planning and implementation of State budgets and in the national statistical system shall be guaranteed; (g) that the contribution made by unpaid domestic work to the country's gross domestic product (GDP) shall be determined and incorporated under the relevant budget headings; (h) the Social Development Act shall be implemented, guaranteeing the institutionalization of policies, programmes and projects to ensure women's sexual and reproductive health. Twenty-three women's organizations helped formulate the agenda.

104. According to a poll conducted by the Guatemalan News Centre (CERIGUA), women's organizations have drawn up 18 agendas at the local and national levels. The **Women's Inter-Party Network** declared its support for the National Policy for the Advancement and Development of Guatemalan Women: Equal Opportunity Plan 2001-2006 and has requested a budgetary allocation for its implementation. It also plans to strengthen SEPREM by increasing its budget and ensuring that it has technical and administrative autonomy, sufficient funds to operate, and the necessary mechanisms for selecting its members.

105. The demands most often reiterated by women in their pre-election political agendas were for increased participation, opportunities to form women's organizations, and training. Although the agendas do make economic and social demands, the general climate (the fact that they were formulated during an election year) ensured that political demands predominated.

106. The **Women's Forum** submitted its Plan of Action for the Full Participation of Guatemalan Women 2002-2012. The Plan, which has been forwarded to the Presidency of the Republic, recommends institutional mechanisms for women's advancement, the training of delegates to the Forum in the objectives of the Development Councils Act, the creation of a training project on participation and local development, and active efforts to promote the draft Act on Criminalization of Sexual Harassment.

107. Women's participation in unions continues to be low. In December 2002 the **Ministry of Labour and Social Welfare** reported that there were 1,543 registered unions, comprising workers in State, decentralized and independent institutions in both the public and private sectors. The total membership was 121,496, of which 23,051 (or around 19 per cent) were women.

108. Under the heading of institutional capacity-building, and in accordance with the Development Councils Act and the regulations thereto, **SEPREM** has become a participant in the Development Councils system. This is fundamental with respect to planning its actions at the regional and departmental levels.

109. On 10 April 2003 the *Diario de Centro América* (the official gazette) published amendments to the implementing regulations of the Development Councils Act. Article 1 provides for "expansion through the appointment of a representative and a deputy representative in departments where the Presidential Secretariat for Women has an office". Article 9 provides for "the power to call for the election of representatives of women's organizations to the departmental councils and for their accreditation to SEPREM". The SEPREM national office has appointed and accredited a regional delegate to each of the following five regions: **Region II (North)**: departments of Guatemala, Alta Verapaz and Baja Verapaz; **Region III (North-East)**: departments of Izabal, Chiquimula, Zacapa and El Progreso; **Region IV (South-East)**: departments of Jutiapa, Jalapa, and Santa Rosa; **Region VI (South-West)**: departments of San Marcos, Quetzaltenango, Sololá, Totonicapán, Retalhuleu and Suchitepéquez; **Region VII (North-West)**: Huehuetenango and Quiché.

110. Obstacles to the integration of women into the Development Councils include the paucity of organizations among such a diverse group of women and their lack of training for participation in public life.

111. An essential aim of SEPREM is to become part of the Development Councils system and to incorporate the goals of the national policy for women 2001-2006.

112. SEPREM has helped to develop poverty reduction strategies as part of its local development plans. It is also involved in reviewing data and elaborating poverty reduction strategies at the departmental level.

113. SEPREM has provided training and advice for regional delegates to the Development Councils and for women members of the regional and departmental councils. The main obstacle in this regard is the interpretation of the implementing regulations to the Development Councils Act, specifically, of article 72, which states that organizations must have legal status if they wish to participate in the Councils.

114. With the aim of defining actions to be carried out jointly with civil society women's organizations and other bodies in order to meet the goals of the national policy for women, SEPREM has been sharing information about its own operations and the unmet needs in terms of issues affecting women with members of the municipal planning offices. Its goal is to strengthen the mechanisms for linkages and dialogue with civil society women's organizations. There have been exchanges with members of the General Secretariat for Planning (SEGEPLAN) offices in various departments on the work of the regional delegates. A forum was set up for dialogue with women leaders from the Department of Zacapa. It was agreed through negotiations to include in the forum, known as Network 2000, representatives of women's organizations in the departmental Development Council.

Article 8
Women's participation in representing the Government at the international level

> *States parties shall take all appropriate measures to ensure to women, on equal terms with men and without any discrimination, the opportunity to represent their Governments at the international level and to participate in the work of international organizations.*

115. Guatemala's Foreign Service is composed as follows:

Post	*Total*	*Women*	*Men*
Ambassador	37	4	33
Consul General	7	4	3
Minister Counsellor	16	5	11
Counsellor	10	5	5
Consul	39	12	27
Salaried full-time staff	295	140	155
Total	**404**	**170**	**234**

116. The following high-level posts are occupied by women: 6 foreign affairs advisers, 1 chef de cabinet, 1 vice-ministerial chef de cabinet, 1 director-general of multilateral and bilateral international relations, 1 director-general of bilateral international relations, 1 deputy director-general of the Ministry of Foreign Affairs, 7 directors, 11 deputy directors and 1 unit head. In terms of awareness-raising, the only activities to have taken place were two conferences for Ministry staff concerning the National Policy for the Advancement and Development of Guatemalan Women.

Article 9
Equality in respect of acquiring or changing nationality

117. As stated in the fifth periodic report, Guatemalan legislation provides that nationality is obtained by blood ties and place of birth. At present, women have equal rights with men to acquire, change or retain their nationality and, in accordance with the Constitution, their children also have the right to acquire Guatemalan nationality. In this connection, there have been no amendments to the articles setting forth the ways of acquiring a different nationality or retaining the original one.

Part III

Article 10
Equality in education

> *States parties shall take all appropriate measures to eliminate discrimination against women in order to ensure to them equal rights with men in the field of education.*

> ***Recommendation of the Committee**: Make the raising of awareness among the general public of the rights of women a priority by building upon existing media campaigns and introducing new awareness-raising and education campaigns on various women's human rights issues. Such campaigns must target men as well as women at all levels of society. Eliminate the view that the sole role of women is reproduction.*

118. The national policy for women provides, in part III of its overview for the following: (a) enhancing the foundations of educational philosophy by integrating the principle of equity between women and men and between sociocultural groups; (b) ensuring the nationwide expansion of educational coverage for girls up to the sixth grade, in particular for girls and adolescents from indigenous, rural and displaced populations and those from marginal urban areas, taking into account the characteristics of the diverse sectors and sociocultural groups in Guatemala; (c) ensuring that more women have access to literacy and post-literacy programmes, particularly women from indigenous, rural and displaced populations and those from marginal urban areas; (d) ensuring that women have access to skills, training, re-training and technical and professional capacity-building programmes on the basis of equity between men and women, sociocultural groups and rural and urban areas.

119. One of the most significant advances in the area of strengthening and creating institutional mechanisms to enable the institutionalization of policies for women has been the establishment of the Women's Consultative Council in the Ministry of Education. The Council carries out its activities within the central programme of activities of the Ministry of Education, and its basic functions are: (a) evaluating and supporting the implementation of the policy for the advancement and development of women within the Ministry of Education; (b) promoting the inclusion of a gender perspective in the curriculum reform project, the programme for the professionalization of human resources and the development of education policy, printed educational materials, plans and programmes; (c) advising on and promoting the creation of opportunities in the areas of academic training, problem-solving and modernization; (d) promoting and supporting the advancement and development of girls and women, without any sociocultural discrimination, in the implementation of educational policies; (e) formulating strategies for coordination with other public and private institutions carrying out activities to favour the development of girls and women.

120. The Women's Consultative Council was established with the participation of the Commission on Curriculum Reform, the Directorate of Bilingual Education, the National and International Cooperation Unit (UCONIME), the Educational Planning Unit and the Girls' Programme. In addition, the rules of procedure of the Council and its technical secretariat were drawn up and submitted. A budgetary allocation was obtained. The proposal for gender indicators for the education sector was revised and technical information was added. A plan for the institutionalization of gender indicators within the departments of the Ministry of Education was developed.

121. The **Subcommission on Gender in Educational Reform**, established in October 2001 and composed of women from various State organizations and institutions, civil society and the legal profession, revised and amended the 2020 long-term educational plan for curriculum reform in pre-schools and primary schools. In addition, training workshops on gender equity were held for staff working on curricular transformation and professionalization of teaching from the following programmes: the Curriculum Development and Reform Scheme (SIMAC), the Directorate for Quality and Development in Education (DICADE) and the Directorate of Bilingual Education (DIGEBI). The aim of the training was to assess and reflect on sexism in textbooks used in kindergartens and primary and middle schools. The Subcommission publicly submitted a technical opinion to the Ministry of Education, entitled "Sexism in various Guatemalan cultures", which was prepared with assistance from the staff of the Directorate of Bilingual Education and indigenous women members of the Advisory Commission on Educational Reform and the working subcommissions.

122. The **Subcommission on Gender** was established within the framework of the **Coordination and Information Network to Promote Girls' Education**. It was endorsed by the Minister and has its own rules of procedure. It responds to the need to coordinate efforts and set up mechanisms for cooperation between the various institutions working on behalf of girls in order to share experiences. The Network set up four functional commissions to carry: political impact, information, dissemination and communication and research and training. It has also carried out an assessment of public policies for the development of girls and women.

123. With financing from the Government of Japan, a project entitled "Support for the girls' programme", set up by the Ministry of Education, is being carried out in seven departments: Guatemala, Alta Verapaz, Izabal, Jutiapa, Retalhuleu, Sololá and Quetzaltenango. These departmental projects to promote girls' education have been under way since 1998 and were developed in response to the needs of each department.

124. The programme entitled "**Scholarships for girls from rural areas**" was created by the Ministry of Education. In 2001 and 2002, the National Programme for Educational Self-Management (PRONADE) invested money to be used for scholarships for girls, with a view to ensuring that they remained in school until the sixth grade. In 2003 the Universal Basic Education Project, supported by the World Bank, managed to increase the number of beneficiaries. This year, the poverty study carried out by the General Secretariat for Planning (SEGEPLAN), which gave priority to the departments and municipalities with the highest poverty rates, was used as a basis, thereby targeting the most needy segments of the population. The scholarship is an annual amount of 300 quetzales, payable to girls with scant

economic resources in rural areas. The money is to be used by parents to buy necessities or to pay someone to take care of their other children so that their daughter can attend school. The challenge in 2004 will be to maintain the 14,000 existing scholarships and increase their number to 50,000 within four years.

> ***Recommendation of the Committee**: Enhance efforts to combat illiteracy, especially in the rural areas and among indigenous people. Develop programmes to address illiteracy among adult women.*

125. Within the framework of the agreement between the Presidential Secretariat for Women (SEPREM) and the National Literacy Council (CONALFA), a proposal was drafted for a reading module for a post-literacy course on reproductive health, taking into account the bibliography suggested in the terms of reference in order to rectify the absence of gender-based content, and the focus on reproductive health in the Women's Social and Political Development Act. There is a reading module for the post-literacy programme on integrated reproductive health.

126. According to information from the National Statistical Institute, illiteracy figures for 2002 had altered by 9.27 per cent. Data for the economically active population shows that, of a total of 3,423,066 men, 821,153 are illiterate. Of 3,435,700 women, 1,142,713 are illiterate.

Article 11
Equality in employment

> *States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights.*

> ***Recommendations of the Committee**: Ensure the implementation of current labour legislation by actively investigating alleged violations of female workers' rights.*
>
> *Take measures to strengthen the enforcement powers of labour inspection authorities.*
>
> *Promote stronger private sector codes of conduct.*
>
> *Take steps to ensure that all the children of Guatemala have access to basic education and health care. Implement the minimum labour standards of the International Labour Organization.*

127. At the present time, the **National Wage Commission** is made up of two representatives of employers' associations, two representations of trade union organizations and two representatives of the Government, from the Ministry of Labour and Social Security. Participating in an advisory capacity with one representative each are the Bank of Guatemala, the Guatemalan Social Security Institute, the Ministry of Economic Affairs, the National Statistical Institute and the Ministry of Culture and Sports. For 2003 minimum wages were set: (a) for agricultural work at 31.90 quetzales per day; (b) for non-agricultural work at 34.20 quetzales per day. The increase in the minimum wages from 2002 to 2003 was 16 per cent.

128. The **Department for the Advancement and Training of Working Women**, in coordination with the General Labour Inspectorate, is setting up a system in the metropolitan area for complaints of violations of labour regulations in the maquila industry, where the greatest number of violations of the labour laws tend to occur. The most common types of violations of women's labour rights in the maquila industry reported from January to April 2003 were: (a) dismissal due to pregnancy; (b) dismissal due to breast-feeding; (c) physical or verbal mistreatment; (d) illegal suspension; (e) illegal wage deductions; (f) failure to allow annual leave; (g) mandatory overtime; (h) failure to issue certificates for social security purposes; (i) mass lay-offs. From January to June 2003, the General Labour Inspectorate received 1,147 complaints from women and 672 from men. Although labour rights violations are, of course, reported in other sectors, the maquila industry is where women workers are concentrated and where there have been recurring violations of Guatemalan labour law.

129. In order to strengthen the enforcement powers of the labour inspection authorities, the Ministry of Labour, through the Department for Working Women, with funding from the United Nations Children's Fund (UNICEF), is carrying out the Project for the Promotion and Defence of Women Workers' Rights, which is intended to promote and defend the labour rights of working teenage girls and adult women. The objectives of the project are to make employers more conscious of the rights of women workers, coordinate with the unions to enhance women's participation in the labour market and empower women workers with respect to their labour rights.

130. At present, the **Department for the Advancement and Training of Working Women** is providing training for labour inspectors nationwide on how to interpret and apply current labour laws and the international conventions and treaties ratified by Guatemala that protect women. It also holds talks and workshops on labour rights and obligations for women who assist the General Labour Inspectorate and workshops to inform employers about labour rights and obligations. In that effort, it has trained 688 workers, of whom 329 are women, in labour rights; advised 161 women about their labour complaints; and held 16 workshops attended by 280 employers.

131. The **Department for Working Women** is setting up a **national network of defenders**, made up of 510 women trained in civic participation and labour rights, who can advise the women they work with.

132. The Ministry of Labour and Social Security's **Unit for Child Workers** was established as a result of the commitment undertaken by the Government of Guatemala in 1996. At that time, under a memorandum of understanding with the International Labour Organization (ILO), the country became a partner in the International Programme on the Elimination of Child Labour (IPEC). Following the adoption at the eighty-seventh session of the ILO General Conference of the Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour (Convention No. 182), the Programme launched an informational and awareness-raising campaign concerning child labour, in response to which Guatemala ratified the Convention in June 2001.

133. In 2002 the **National Plan for the Prevention and Elimination of Child Labour and the Protection of Teenage Workers** was drawn up with the aim of eliminating child labour and protecting working teenagers. The plan areas comprise health, education, protection, promotion of employment, investigation and social mobilization.

134. To give impetus to the **National Plan for the Prevention and Elimination of Child Labour**, a National Commission was established, chaired by the Vice-President of the Republic and in his or her absence by the Minister of Labour and Social Security. Other members of the Commission are the Ministry of Education, the Ministry of Public Health and Social Welfare, the Ministry of Agriculture and Food, the Ministry of Culture and Sports, the Secretariat for Social Welfare, the Presidential Secretariat for Women, the chairman of the governing board of the Municipalities Association, the chairman of the Social Security Governing Board, a representative from the Coordinating Committee of Agricultural, Commercial, Industrial and Financial Associations (CACIF) and a representative of the trade union federations.

135. Since 1994 the **Ministry of Labour** has been a partner in the Central American project to assist persons with disabilities to join the labour force and develop income-generating activities. The project is being funded by the Institute of Immigration and Social Services of Spain and executed by ILO. Under the project a rotating fund is maintained to provide loans to disabled persons, in coordination and consultation with the Project for the Development Programme for Displaced Persons, Refugees and Returnees in Central America. The figures for those who benefited, disaggregated by sex, are as follows:

Men	423, or 69.34 per cent
Women	187, or 30.66 per cent.

136. **Dissemination of information about labour rights**: the Department for the Advancement and Training of Working Women arranged for interviews to be broadcast on two national television news programmes on conditions for women in the maquila industry. At the Faculty of Juridical and Social Sciences of the public University of San Carlos, talks were given on the work being done by the Department and the situation of women workers. Ten radio spots were prepared giving information about the labour rights of women and distributed to local radio stations in all 22 departments of the Republic of Guatemala.

137. **The Electronic Job Exchange** 2002-2003: in 2002, 5,104 women and 10,302 men registered with the Electronic Job Exchange; of those, 4,500 women and 8,152 men were placed in jobs. There are 9,610 firms registered with the Job Exchange. In the first half of 2003, 7,067 women and 9,373 men registered, and of those 5,303 women and 5,453 men were placed.

138. **Access to social security**: social security coverage for workers is provided by the Guatemalan Social Security Institute (IGSS), which was established in 1946 by Decree No. 295 of October 1946. The Institute administers the main programmes that provide sickness, maternity, accident, disability, old age and survivors' benefits. The system covers workers in the formal sector of the economy. There are other separate public institutions that provide social security benefits, such as the regime for government retirees, which covers officials and other public employees in the executive, legislative and judicial branches and the Supreme Electoral Tribunal. Although members of the armed forces receive medical benefits through the Guatemalan Social Security Institute, they are covered by the pension scheme of the Military Pension Institute, established in 1966.

Article 12
Equality in access to health care

States Parties shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, on a basis of equality of men and women, access to health-care services, including those related to family planning.

(a) Measures taken to eliminate discrimination against women in health care

(b) Situation concerning women's access to health care as compared with that of men

(c) Medical care for women during pregnancy and in the post-partum phase is free of charge

(d) State policies and laws to ensure that women receive adequate nutrition during pregnancy and breastfeeding

(e) Health-care facilities and personnel are available to women

(f) Principal causes of female mortality and morbidity

(g) Contraception needs

(h) Prevailing contraceptive method

(i) Legal and cultural barriers to women's access to health-care facilities

(j) Situation concerning traditional health workers

***Recommendations of the Committee**: Increase access to health-care facilities and medical assistance, particularly in rural areas and especially in the areas of pre- and post-natal care. Improve family planning and reproductive health policy and programmes by, inter alia, making affordable contraceptive means widely available. Introduce a mental health-care programme for women.*

139. The **National Reproductive Health Programme** began on 8 January 2001 with its current components, namely: (a) maternal and neonatal health; (b) family planning; (c) cervico-uterine, breast and prostate cancer; (d) responsible parenthood; (e) epidemiological monitoring; (f) care of prevalent childhood diseases; (g) integrated clinical care of illnesses specific to children (AIEPI); (h) infertility; and (i) climacteric and menopause.

140. **Achievements in maternal and neonatal health:** Eighty-four communities in eight priority areas have established emergency plans and make obstetric and other

referrals. Four hundred providers have been trained in the technical skills of maternal and neonatal care (general ambulatory physicians, gynaecologists, professional nurses and nursing auxiliaries). Health facilities implementing the "Improvement, performance and quality" process include 11 hospitals, 44 health centres, 97 health posts and 3 cantonal birth centres.

141. In terms of human resources training in updated content and practices of maternal and neonatal care, 260 professional nurses and 632 nursing auxiliaries have been trained. Eight nursing schools have also adopted the standard content and practices of the model for improving quality and performance in basic maternal and neonatal care (AMNE).

142. There has been an increase in the percentage of met need for treatment of obstetrical complications in hospitals, from 55.60 per cent in 1999 to 71.18 per cent in 2002.

143. **Advances in family planning:** The 2003 target for new users of family planning methods is 256,033. From January to June (with 17 areas not reporting), 102,157 women were served, which means that 39.9 per cent of the target was attained. According to the National Survey of Maternal and Child Health, the use of family planning methods increased from 38 per cent at the time of the last survey to 43 per cent in 2002.

144. **Advances in treatment and detection of cervico-uterine cancer:** A national cervical cancer plan was formulated, along with a proposal for its implementation, and a demonstrative study was developed to be carried out in the Guatemala City health district. A breast cancer treatment protocol was also developed.

145. **Advances in responsible parenthood:** Review and formulation of proposals for a curricular reform to be carried out by the Ministry of Education. Implementation of video technology on such topics as sex education and reproductive health. Training in responsible parenthood for members of the Network. Review and analysis of 19 legal instruments elaborated and/or ratified by Guatemala which have an impact on responsible parenthood.

146. Most significant achievements: Preliminary data from the 2002 National Survey of Maternal and Child Health show that more common-law spouses or wives are using more contraceptives (43 per cent); of these, 34 per cent are using modern methods and 9 per cent traditional methods. The urban-rural gap in contraceptive use has decreased: at the time of the 1995 Survey, the use of contraceptive methods was 2.5 times higher in urban than in rural areas, while according to the 2002 Survey, it was only 1.6 times higher in urban areas. Historically, the provision of family planning services in Guatemala has depended on the private sector, as reported in the 1998-1999 Survey, which showed that 37 per cent of the services were provided by the Association for Family Welfare (APROFAM) and 25 per cent by the public sector. Currently, the public sector, including the Guatemalan Social Security Institute (IGSS), provides 31 per cent of total services and APROFAM, 29 per cent.

147. The distribution of family planning methods showed the same pattern from 1992, when the public sector distributed only 22 per cent of the methods, to 2001, when the **National Reproductive Health Programme** was launched. After only two years, the public sector is now distributing over 57 per cent of contraceptive methods.

148. The **National Reproductive Health Programme** has facilitated access for over a quarter of a million women who, because of their socio-economic and labour status, were unable to receive reproductive health services from the private sector or social security.

149. From its inception in June 2001 to August 2003, the **National Programme for Disabled and Elderly Persons** has provided care for 880 persons, comprising 631 men and 249 women. As to the ethnic groups to which the women belong, there are 171 Ixiles, 16 Quichés, 20 Keqchies and 42 Ladinas. Medical and psychological treatment has been provided to those who need it, and eyeglasses, hearing aids, prostheses and orthopaedic devices have been provided to those for whom they were prescribed; training has been given in various areas, including some not necessarily related to disability, such as domestic violence, alcoholism, organization of self-help groups, and so on.

150. Within the **Health Services Provision Unit**, the primary care level has promoted a programme of training, awareness-raising and capacity-building for service providers as regards the implementation of standards of care for women, children and the general population, including matters related to health promotion and prevention of diseases prevalent in each health-care area and the detection of danger signs. A methodology for community participation was developed and educational material was distributed to each of the community health monitors and facilitators. This has bolstered self-care within families by sector, under the supervision of each health monitor. Such actions have also enhanced the performance of ambulatory doctors and nurses.

151. A preliminary draft study of the psychosocial status of indigenous women, migrant workers and victims of violence has been prepared for submission to donor agencies. The goal is to achieve the implementation of the gender-based model of care for victims of violence in the Mam area. In Santa Ana Huista and Jacaltenango, in the department of Huehuetenango, support has been received thus far from medical students at the University of San Carlos of Guatemala whose supervised professional practice consists of providing direct care to women victims of violence. Care consists of home visits, community organizing, clinical treatment and promotional activities on local radio stations on topics relating to women's status and situation.

152. Within the **Ministry of Public Health and Social Welfare**, gender indicators have been developed and a process has been initiated to incorporate cross-cutting themes of gender and gender-based violence in the HIV/AIDS Prevention and Reproductive Health Programme. Preparations have commenced for the elaboration of baselines for the areas of Huehuetenango, Cobán, Quiché, Ixcán and Ixil in relation to themes of gender, mental health and violence.

153. The **Women's Health Fair** was held for the first time in 2001. It lasted 17 days that year, 15 days in 2002 and one month in 2003. In the first two years, the theme of the fair was integrated health care for women. In 2003 emphasis was given to health care for teenage girls. The services offered are as follows: general medical and paediatric consultations; prenatal monitoring; Pap smears; pregnancy tests; use of family planning methods; dental extractions, fillings and prophylaxis; individual psychiatric consultations, group therapy, image change; smoking, alcoholism and drug addiction prevention activities; activities to raise awareness about domestic violence and violence against women; laboratory tests; treatment of urinary

infections, parasitic illnesses and sexually transmitted diseases; nutritional assessments for women and children under five; treatment of anaemia, iron and folic acid supplementation for pregnant women and nursing mothers up to six months after delivery; immunizations; information, education and outreach on standards of care in the 18 health-care programmes.

154. The 2003 **Health Fair** benefited 54,166 women. This fair was aimed at low-income women in rural areas and marginal urban areas. The participating institutions were: Ministry of Public Health and Social Welfare; Presidential Secretariat for Women (SEPREM); Pan American Health Organization; World Health Organization; Association for Family Welfare; United Nations Children's Fund (UNICEF); 28 May Coordinating Group; and other women's organizations working in health care.

155. In 2003 SEPREM, in conjunction with international and national organizations represented in the Maternal and Neonatal Health Monitoring Group, promoted and created the **"Strategic guideline for reducing maternal mortality"** with the aim of proposing actions to reduce maternal mortality under a multisectoral coordinating group at the national, departmental and community level. It was formed to unite a wide range of institutional and social efforts by providing an integrated and effective response, taking into account the multiple causes of the problem and the gender, ethnic, social and cultural equity gap which women have to confront. This guideline is based on the model of the time lapses which are used to measure maternal and neonatal mortality and defines priority actions for avoiding these types of mortality and improving the chances of survival of women and their children. Priority has been given to defining basic strategic guidelines for women's integrated, sexual and reproductive health as part of a national strategy. Participants in this group are: National Reproductive Health Programme; Department of Epidemiology; Health Management Information System (SIGSA); SEPREM; Centre for Epidemiological Research in Sexual and Reproductive Health (CIESAR); United Nations Population Fund (UNFPA); JHPIEGO/MNH (John Hopkins University); Pan American Health Organization and World Health Organization; University of Valle of Guatemala and Center for Disease Control of the United States of America; MINUGUA; UNICEF; United States Agency for International Development (USAID); Agreement No. 520-0428 Executing Unit; Rafael Landívar University; Gynaecology and Obstetrics Association of Guatemala (AGOG).

156. The **National Women's Platform**, an agency comprising representatives of the executive, legislative and judicial branches and the administrative organs of government, is currently designing a proposal for an intersectoral approach aimed at putting the strategic guidelines for reducing maternal mortality into practice.

Article 13
Equality in terms of social and economic benefits

> *States Parties shall take all appropriate measures to eliminate discrimination against women in other areas of economic and social life in order to ensure, on a basis of equality of men and women, the same rights.*

157. With regard to women's access to loans, the National Mortgage Loan Bank of Guatemala (CHN), as a decentralized and autonomous State financial institution with legal personality, equity capital and full capacity to acquire rights and enter into obligations, promotes the granting of credit to women. The basic aim of CHN is to act as a financial intermediary by attracting public funds and investing them in credit operations related to increasing and diversifying production and developing the various production sectors in Guatemala. As a State bank, its loan policy is titled towards production activities linked to general, economic development programmes, and its activities are coordinated with those of other State financial institutions with the aim of helping to create and maintain the most favourable conditions for the development of the national economy.

158. Credits for women granted by CHN fall into three categories: trusts, secured loans and mortgages. In 2000, 622 women benefited from credits totalling 38,222,267.07 quetzales (approximately $4,777,783). As regards housing, in 2002, 118 women received credits totalling 20,909,100 quetzales (approximately $251,137.50), through plans enabling them to pay off their balances in equal instalments.

159. Trust funds are another source of financing for women. The Coanorte Trust (an agricultural loan-granting operation in Cobán) has lent 10,000 quetzales to 23 women representing their families. Small business loans of up to 695,000 quetzales have been granted to 210 women by the Urban and Rural Micro-Enterprise Trust. The Trust for Women: Production Projects ceased to operate following a decision from the First Lady's Social Work Secretariat that ordered its closure. The Trust-Subsidy Trust administers funds from the Guatemalan Housing Trust in the form of subsidies to purchase, repair or build homes for families living in extreme poverty. It has benefited 8,897 women, a good number of whom are single mothers, according to information provided by the mayors' offices, or who are otherwise representing their families. The FISOHA Trust makes loans at low interest rates for the purchase of lots or for installing utilities. Funds are lent at a rate of 13.5 per cent for repairs, installation of utilities or the purchase of homes. The programme has benefited 185 women who applied for loans on behalf of their families.

160. **Women's access to land.** One of the aims of setting up the **Land Trust Fund** relates directly to women, namely, "Developing and promoting programmes to facilitate women's access to credit for the purchase of land or for related production projects". In late 2001 the Land Trust Fund carried out a study of the participation of women in the 134 groups of farmers that had benefited from the fund. The results showed that, of 10,742 families, 9,626 of the direct beneficiaries were male heads of household; the remainder were single mothers or widows.

161. In accordance with Decree No. 24-99, all property deeds issued to beneficiary families by the **Land Trust Fund** are registered under the co-ownership system, regardless of whether the couple is married.

162. The companies contracted by the **Land Trust Fund** to provide technical assistance to groups of beneficiaries must include a gender perspective in their training programmes.

163. On 20 March 2003, by means of an administrative certificate of incorporation and start-up, the **Rural Women's Unit** was established within the Land Trust Fund to promote actions to benefit women.

164. The **Legal-Technical Unit of the Ministry of Agriculture and Food (PROTIERRA)**, defined as a body responsible for coordinating actions to be implemented within the framework of the commitments on land ownership entered into under the Peace Agreements, proposed to develop a policy for gender equality in the land registry. This should mark the beginning of a gender equality policy in the agricultural sector, which should make it possible to carry out activities for the advancement of women in such areas as access to ownership and co-ownership of land, participation in rural development policy-making, and participation in decisions concerning resources.

165. Despite this valuable contribution, the **Legal-Technical Unit's Women's Access to Land Section** was closed. The draft bill on the creation of a land registry submitted by the executive branch did not contain provisions facilitating women's access to land ownership. The following article, which was intended to address women's status, was included at the end of the draft: "***Article 85. Gender.*** *All the articles of this Act and their content and scope relating to individuals and their benefits shall be understood in the context of equity between men and women*". The draft act was called into question by various sectors and the executive branch is currently revising it.

166. In 2002-2003, three civil society organizations for returnee women ran a campaign to raise awareness of women's right to co-ownership of land. In so doing, they formulated an agenda for rural women, which was discussed and agreed upon by 199 female representatives of 70 women's and mixed organizations from rural areas. The agenda focuses on three issues: land, work and participation. One of the demands concerning land is for the amendment of the rules governing cooperative and peasant associations in order to promote and ensure women's participation in such associations with speaking and voting rights. Furthermore, they underline the need to recognize women's productive and reproductive work as a contribution qualifying them for membership of cooperatives or community associations.

167. The Social Investment Fund (FIS) is a temporary State agency which functions as a financial, technical and organizational intermediary in promoting community projects for the economic and social development of Guatemala. In 2002 it approved a portfolio of 1,013 projects totalling 254.1 million quetzales. In 2003 FIS reports that its investment in the education sector amounts to 86.4 million quetzales. In 2003, in collaboration with the Integrated Health Care System of the Ministry of Health and Social Welfare, it invested 40 million quetzales in the health sector. Activities in that area include the creation of 92 heath-care, administrative and training posts, the provision of basic equipment kits to 110 health-care workers and the creation of 28 community pharmacies selling generic products.

168. FIS has invested 46.78 million quetzales in production projects. In order to assist women, it is running 439 community banks, which have allowed 15,205 women to receive loans, and benefit from revolving funds and self-employment and micro-enterprise projects.

169. The **Presidential Secretariat for Executive Coordination**, which is the body responsible for coordinating, administering and implementing government policy on urban and rural development and any projects assigned to it by the Presidency of the Republic, participates in the coordination of the National System of Development Councils, follows up the priority projects of the Presidency, and ensures the effective implementation of the Solidarity Fund for Community Development. In that context, it promotes programmes to benefit women, such as: (a) "Nu'Kem" Handicraft Textiles Association programme, which has been operating since 2001. In 2002, it received seed capital in the amount of 40,000 quetzales, which enabled it to take part in eight craft exhibitions and initiate trade tours with Mexico; (b) support for the Coordinating Committee of Associations for the Integrated Development of Quiché, which brings together 22 community organizations benefiting 11,200 people, of whom 8,831 are women; (c) the Women's Association of Occidente, an organization which provides support for home improvements carried out by its members and offers training in the production of concentrates; (d) the Foundation for Small Business Development, a body which offers credit specifically for women through community funds. It has 1,600 members and 60 community funds.

Article 14
Elimination of discrimination against rural women

> *States Parties shall take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of this Convention to women in rural areas.*

170. The Presidential Human Rights Commission (COPREDEH) has awarded compensation on behalf of the State (under the commitment to provide compensation for losses contained in the Agreements of 13 October 2000) which has benefited women, as follows: (a) the Dos Erres case: Assistance was provided to 127 families. Financial compensation amounting to 8,261,181.27 quetzales, out of 14,500,000 quetzales available, was awarded to women. An agreement was concluded with the Faculty of Psychology of the University of San Carlos of Guatemala for the purposes of providing psychological care to these families who are survivors of the armed conflict; (b) the Cimientos and Xetzununchaj case: In this case, 234 families benefited, including 724 women and children. They were awarded a total of 38,268,585 quetzales for the purchase of farms. Of that amount, 34,800 quetzales were used to buy two nixtamal (maize) mills, to be run by two groups of women.

171. In 2002, within the framework of the scholarship programme for girls, the Ministry of Education reported that it had provided funding for 67,778 scholarships in the amount of 300 quetzales per child per year. In 2003, the Ministry plans to provide scholarships for 75,000 girls. The departments with the highest numbers of scholarships are: San Marcos and Huehuetenango in the western part of the country, with 6,000 scholarships, and Alta Verapaz in the north, with 5,250 scholarships.

172. Rural women's lack of access to land continues to be one of the major obstacles to their advancement. The **Land Trust Fund**, which assists returnee families and those who have been displaced by the armed conflict, reports that 14,117 families were awarded land, but only 1,557 plots were awarded to women.

Part IV

Article 15
Equality before the law

> *The States Parties shall accord to women equality with men before the law.*

173. Although Guatemala has liberal laws and has created a number of agencies that offer advice and protection in the area of women's human rights and specific institutions for the prevention of violence against women, in reality the path that women must take to obtain justice is a hard one. The need to go to one agency after another often makes them abandon the attempt to obtain legal redress because the financial, emotional and physical risks are too great. This situation is reflected in the indicators of inequality between men and women in terms of access to the courts or equality before the law. The proposed legislative amendments are now on their third reading in the Congress. It should be emphasized that to get them that far has required intensive efforts involving awareness-raising, dissemination, consensus-building, political work and intensive lobbying among the various government agencies and governing bodies. However, there is reason to hope that this effort will come to fruition in the near future and that ultimately the goals will be achieved of eliminating the bias that has placed women at an unfair disadvantage as compared with men and creating an equitable framework in which women will have the same opportunities as men to advance professionally, politically, economically, socially and mentally in all spheres of development.

Article 16
Equality in marriage and family relations

> *States Parties shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations.*

> ***Recommendation of the Committee**: Disseminate the contents of the Convention and its Optional Protocol, the Beijing Platform for Action and the results of the twenty-third special session of the General Assembly entitled "Women 2000: gender equality, development and peace for the twenty-first century".*

174. The Presidential Secretariat for Women (SEPREM) drafted and pushed for proposed amendments to the Civil Code, Decree-Law No. 106, based on the concepts of international conventions and the Act on Enhancing and Advancing the Status of Woman, adopted by Congressional decree. The proposal is specifically to amend the following articles. **Current version of article 55:** "Administration by relatives. Administration of property may be requested and exercised by the spouse and children of the absent person and, failing that, by the blood relatives in the order of succession established by law." **Proposed amendment: article 55.** "Administration by relatives. Administration of property may be requested and exercised by the spouse, children, both girls and boys, or the de facto spouse of the absent person, equally and without discrimination, and, failing that, by the blood relatives in the order of succession established by law." **Current version of article 80:** "Betrothal. Betrothal does not create an obligation to enter into marriage; however, it does create an entitlement to demand the return of gifts made as a pledge of a marriage that did not take place." **Proposed amendment: deleted article. Current version of article 81:** "Capacity to enter into marriage. Persons who have reached the age of majority are free to enter into marriage. However, boys aged 16 or over and girls aged 14 or over may enter into marriage, subject to receiving authorization as stipulated in the following articles." **Proposed amendment: Article 81.** "Capacity to enter into marriage. Persons who have reached the age of majority are free to enter into marriage. However, boys and girls aged 16 or over may enter into marriage, subject to receiving authorization as stipulated in the following articles." **Current version of article 89:** "Illegal marriage. Authorization may not be given for the marriage (1) of a person less than 18 years of age without the express consent of the parents or guardian; (2) of a boy less than 16 years of age or a girl less than 14 years of age, unless the girl has conceived prior to that age and the persons exercising parental authority or guardianship give their consent." **Proposed amendment: Article 89:** "Illegal marriage. Authorization may not be given for the marriage (1) of a person less than 18 years of age without the express consent of the parents or guardian; (2) of a boy or girl less than 16 years of age, unless the persons exercising parental authority or guardianship give their consent."

The proposed amendments are in the process of review by the various agencies or bodies concerned.

Recommendations of the Committee concerning dissemination and follow-up

Disseminate the Committee's general recommendations to the people of Guatemala and particularly government administrators.

Disseminate, in particular to women's and human rights organizations, the contents of the Convention and its Optional Protocol, the Beijing Declaration and Platform for Action and the results of the twenty-third special session of the General Assembly, entitled "Women 2000: gender equality, development and peace for the twenty-first century".

175. A number of actions were taken to disseminate the Convention, including a workshop for 30 media people representing various ethnic groups on the use of mass media (especially radio) with the aim of developing materials for radio with messages directed towards the advancement of women; as an outcome of the workshop, 13 bilingual radio information projects were designed. In addition, a radio campaign was conducted by the Guatemalan Federation of Radio Broadcasters (FEGER) with the aim of encouraging women to vote.

The National Commission on Indigenous Peoples (CNP), the Office for the Defence of Indigenous Women's Rights (DEMI) and the National Women's Forum collaborated in disseminating the Convention, but the process has only reached the stage of negotiations to find resources to carry out the projects developed by the media people. An overall information strategy was also designed.

A document was prepared presenting the contents of the Optional Protocol to the Convention in a popularized version, and a video to disseminate it was designed, produced and reproduced.

A document has been prepared containing the Committee's recommendations to Guatemala following its review in 2002, and this document has been disseminated to women in civil society organizations and government agencies and bodies.

Institutions consulted

Ministries

Ministry of Agriculture and Food: Gender, Women and Rural Youth Unit

Ministry of Environment and Natural Resources: Gender and Youth Unit

Ministry of Communications, Infrastructure and Housing: Guatemalan Housing Fund (FOGUAVI)

Ministry of Culture and Sports

Ministry of Economic Affairs

Ministry of Education: Educational Planning Unit

Ministry of Energy and Mines

Ministry of Public Finance

Ministry of the Interior
Gender Equity Office of the National Civil Police

Ministry of Defence

Ministry of Public Health and Social Welfare

Ministry of Foreign Affairs

Ministry of Labour and Social Security: Directorate of Social Security, Department for the Advancement and Training of Working Women
National Office for Women's Affairs

Secretariats

First Lady's Social Work Secretariat: Programme for the Advancement of Rural Women (PROMUJER)

Presidential Secretariat for Executive Coordination (SCEP)

Presidential (General) Secretariat for Planning (SEGEPLAN)

Presidential Secretariat for Women (SEPREM)

Peace Secretariat (SEPAZ)

Presidential Commission for Coordinating Executive Policy in the Field of Human Rights (Presidential Human Rights Commission) (COPREDEH)
Office for the Defence of Indigenous Women's Rights

Social Investment Fund (FIS)

Land Trust Fund

National Civil Service Office within the Office of the President of the Republic

Other institutions

National Statistical Institute (INE)

Guatemalan Social Security Institute (IGSS)

Institute for Public Criminal Defence
Justice Programme

Supreme Electoral Tribunal

National Coordinating Office for the Prevention of Domestic Violence and Violence against Women (CONAPREVI)

Congress of the Republic

Office of the Human Rights Procurator (PDH)
Office for the Defence of Women's Human Rights

Office of the Procurator-General (PGN)

Judiciary

Crédito Hipotecario Nacional (National Mortgage Loan Bank) (CHN)

University of San Carlos (USAC)
Department of Research (DIGI)